

UNCLASSIFIED

SURVIVAL

ALL-HANDS MEETING

Thursday, July 22, 2004



The World's Greatest Science
Protecting America



UNCLASSIFIED

Operated by the University of California for DOE/NNSA

Survival...

The issue now is not whether the UC contract is at risk...

Survival ...

The issue now is whether most Laboratory work will be moved elsewhere permanently.

Problem: LANL Culture

- Adherence to policies and procedures
 - Security
 - Safety
 - Nuclear Safety Compliance (PAAA)
 - Resource Conservation and Recovery Act (RCRA)
- Attitudes and behaviors

Current Status:

- Effective noon, July 15, all classified activities were stood-down.
- Effective July 16, all operations at the Laboratory were suspended.
- A wall-to-wall inventory for all CREM is underway.

Current Status (cont.):

- Assessments are underway for every Laboratory group according to level of risk
 - Ability to operate safely, securely and within compliance
 - Attitudes and behaviors

Current Status (cont.):

- Stand-up criteria will be stringent and require increasing levels of certification, up to and including, the Deputy Secretary of Energy.
- Those people who are deemed to pose a risk to this institution, operational or behavioral, will not be allowed to resume work.

Guidance

I expect your managers to be providing you with detailed guidance regarding your roles and responsibilities throughout this entire process.

Condition of Employment

“As an employee of this Laboratory, it is my personal responsibility to know, understand and comply with all Laboratory policies and procedures. I will be expected to demonstrate an attitude of seriousness and willing compliance toward such policies.”

SURVIVAL: Summary

We will build this Laboratory on a foundation of excellence, not of arrogance.

We **need all of you** to make LANL an exemplary institution

- for the employees,
- for the University of California,
- for New Mexico,
- for the Department of Energy, and
- for the Nation.